

REMARKS

The Applicants thank the Examiner for the detailed Office Action dated October 23, 2001. Claims 1-31 were pending in the Application. Claims 1-31 stand rejected. Claims 1-31 are now pending in this Application. This Reply and Amendment is intended to be fully responsive to the Office Action dated October 23, 2001.

Objection to the Specification

In Section 1 of the Office Action, the Examiner objected to the disclosure. The Examiner stated that "Page 12, line 4 of the specification contains an error. The term '10-0' should read '10-20.'" The Specification has been amended to provide "10-20."

The Examiner also stated that "[o]n page 13, lines 4 and 5, reference is made to numbers 32, 24, 26, and 38. The reference numbers cannot be found in the drawings. Either the numbers should be removed from the specification or added to the drawings." The numbers have been removed from the Specification.

Claim Rejections – 35 U.S.C. § 102

In Section 3 of the Office Action, the Examiner rejected Claims 1-18, 20, 22-25, and 27-30 under 35 U.S.C. § 102(e) as being anticipated by U.S. Patent No. 6,275,812 (Haq et al.).

Claims 1, 9, 22, 27, and 28 are in independent form. Claims 2-8 depend from independent Claim 1, Claims 10-18, and 20 depend from independent Claim 9, Claims 23-25 depend from independent Claim 22, and Claims 29 and 30 depend from independent Claim 28.

Haq et al. shows an "intelligent system for dynamic resource management" in the form of a "system or method for human resource skill management, training, career development, and deployment, linking specialties, job functions, skill sets, and experience/training profiles" (see Haq et al. at Abstract). The method uses "skill templates" that "allows for systematic evaluation of employee skills" (see Haq et al. at Abstract). A

"weighting system is used to establish the relative significance of various skills" (see Haq et al. at Abstract). "Assessment of employee suitability for a project is based on quantitative evaluation and not on a subjective consideration" (see Haq et al. at Abstract).

Haq et al. does not identically disclose the combination of elements recited in independent Claims 1, 9, 22, 27, and 28. For example, independent Claim 1, is directed to a "diagnostic tool for classifying an individual based on work pattern data of the individual" including, among other limitations, a "work pattern groups," an "interface," and a "diagnostic engine" for "correlating" and "classifying," which is not identically disclosed in Haq et al. Claim 9, is directed to a "system for prescribing a knowledge management solution for an individual in a work environment" including, among other limitations, a "diagnostic tool" and a "prescription tool," which is not identically disclosed in Haq et al. Claim 22, is directed to a "method of classifying an individual based on work pattern data associated with the individual" including, among other limitations, "measuring," "correlating," and "classifying," which is not identically disclosed in Haq et al. Claim 27, is directed to a "method of classifying an individual as a member of at least one of a plurality of work pattern groups, the groups including a first group, a second group, a third group, a fourth group, a fifth group, and a sixth group" including, among other limitations, "measuring" and "identifying" based on the measured "work characteristic," including "work focus," "work processes," and "degree of interaction," which is not identically disclosed in Haq et al. Claim 28, is directed to a "method for prescribing a knowledge management solution for an individual in a work environment" including, among other limitations, "defining," "collecting," "correlating," "classifying," "defining," and "recommending," which is not identically disclosed in Haq et al. Accordingly, independent Claim 1 (and corresponding dependent Claims 2-8), independent Claim 27, independent Claim 22 (and dependent Claims 23-25), independent Claim 9 (and corresponding dependent Claims 10-18 and 20), and independent Claim 28 (and

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corresponding dependent Claim 29 and 30) are not anticipated by Haq et al. under 35 U.S.C. § 102(e).

Additionally, Claims 2-8, 10-18, 20, 23-25, 29, and 30 variously depend from independent Claim 1, 9, 22, and 28, which recites patentable subject matter not disclosed, taught or suggested by the cited combinations of references, alone or in any proper combination. Dependent Claims 2-8, 10-18, 20, 23-25, 29, and 30 recite additional limitations to the limitations recited in base Claim 1, 9, 22, and 28 such that the recited subject matter of Claims 2-8, 10-18, 20, 23-25, 29, and 30 is patentable over the cited references under 35 U.S.C. § 102(e). See 35 U.S.C. § 112 ¶ 4.

Claim Rejections – 35 U.S.C. § 103(a)

In Section 5 of the Office Action, the Examiner rejected Claims 19, 21, 26, and 31 under 35 U.S.C. § 103(a) as being obvious over Haq et al. in view of U.S. Patent No. 6,070,143 ("Barney et al.").

Claims 9, 22, and 28 are in independent form. Claims 19 and 21 depend from independent Claim 9, Claim 26 depends from independent Claim 22, and Claim 31 depends from independent Claim 28.

Haq et al. shows an "intelligent system for dynamic resource management" in the form of a "system or method for human resource skill management, training, career development, and deployment, linking specialties, job functions, skill sets, and experience/training profiles" (see Haq et al. at Abstract). "Assessment of employee suitability for a project is based on quantitative evaluation and not on a subjective consideration" (see Haq et al. at Abstract).

Barney et al. relates to a "system and method for analyzing work requirements and linking human resource products to jobs" in the form of a "job analysis system and method of operating a computer" (see Barney et al. at Abstract). The "job analysis system" includes a "master job analysis database," a "products database containing

human resource products,” and a “knowledge management module” (see Barney et al. at Abstract). The “master job analysis database” contains “dimensions” and “dimension job analysis survey portions associated therewith” (see Barney et al. at Abstract). The “knowledge management module” includes a “survey assembly program that allows a user to select ones of the work-oriented, worker-oriented and work context dimensions from the master job analysis database and creates a job analysis survey from the associated ones of the job analysis survey portions” and a “survey analysis program that allows the user to identify key worker-oriented dimensions and links the key worker-oriented dimensions to the human resource products in the product database” (see Barney et al. at Abstract).

Haq et al. in combination with Barney et al. would not result in the subject matter recited in independent Claims 9, 27, and 28 (or Claims 19 and 21 that depend from independent Claim 9, Claim 26 that depends from independent Claim 22, and Claim 31 that depends from independent Claim 28) because the proposed modification of Haq et al. in combination with Barney et al. does not disclose, teach or suggest the “system for prescribing a knowledge management solution for an individual in a work environment,” the “method of classifying an individual based on work pattern data associated with the individual,” or the “method for prescribing a knowledge management solution for an individual in a work environment” recited in independent Claims 9, 22, and 28.

Additionally, Claims 19, 21, 26, and 31 variously depend from independent Claim 9, 22, and 28, which recites patentable subject matter not disclosed, taught or suggested by the cited combinations of references, alone or in any proper combination. Dependent Claims 19, 21, 26, and 31 recite additional limitations to the limitations recited in patentable base Claim 9, 22, and 28 such that the recited subject matter of Claims 19, 21, 26, and 31 is patentable over the cited references under 35 U.S.C. § 103(a). See 35 U.S.C. § 112 ¶ 4.

Furthermore, to transform Haq et al. in combination with Barney et al. into the "system for prescribing a knowledge management solution for an individual in a work environment," the "method of classifying an individual based on work pattern data associated with the individual," or the "method for prescribing a knowledge management solution for an individual in a work environment" recited in independent Claims 9, 22, and 26 would require still further modification, and such modification is taught only by the Applicant's own disclosure (using hindsight), which is improper. No suggestion or motivation to combine the cited references is presented in the cited references themselves.

The subject matter recited in independent Claim 9 (and corresponding dependent Claims 19 and 21), independent Claim 22 (and corresponding dependent Claim 26), and independent Claim 28 (and corresponding dependent Claim 31), considered as a whole, would not have been obvious to a person having ordinary skill in the art and are patentable. Accordingly, the Applicants request withdrawal of the rejection of Claims 19, 21, 26, and 31 under 35 U.S.C. § 103(a).

* * *

The Applicants respectfully submit that each and every outstanding objection and rejection has been overcome, and the present Application is in a condition for allowance. The Applicants request reconsideration and allowance of pending Claims 1-31.

The Examiner is invited to contact the undersigned by telephone if it is felt that a telephone interview would advance the prosecution of the present application.

Respectfully submitted,

Date 1/23/02

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APPENDIX A

Version with Markings to Show Changes Made to the Specification

App. No.: 09/382,141

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Please substitute for page 12, lines 4-15 of the specification the following
version with markings to show changes made to the specification:

Although groups [10-0] 10 to 20 represent a preferred classification system it should be understood that additional or alternative work pattern groups can be developed, each of which is defined by a set of underlying work pattern characteristics. Thus, the particular classifications or groups used is not particularly important. The classification of individuals into particular work pattern groups instead is useful because, in addition to having common work pattern characteristics, members of a particular work pattern group also tend to use the same type of knowledge collections. Accordingly, a prescription of a knowledge management solution for an individual can be facilitated based upon a correlation between the defining work pattern characteristics of members of a particular work pattern group and the type of knowledge collections typically used by individuals exhibiting such characteristics.

Please substitute for page 13, lines 3-5 of the specification the following
version with markings to show changes made to the specification:

Most knowledge collections fall into one of four macro categories: a core work category [32], a reference category [34], a job support category [36], and a life support category [38].

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Please substitute for page 13, lines 21-25 of the specification the following version with markings to show changes made to the specification:

Although specific examples have been given of types of information or objects in collection categories [32-36], the same type of information or objects may fall into any one of the categories [32-36]. This result occurs because individuals may use the same objects or information in different manners or for different purposes.